

**What I learn today,** **prepares me for tomorrow**

**Privacy and Dignity**

**Policy**

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| **Policy Location:** | **Last Revised:** | **Review Due:** | **Person Responsible:** |
| Staff Share -> Policy Library | October 2021 | September 2022 | Katrina Green, Head of Care |

**Barndale House School**

**Privacy and Dignity Policy**

**Policy Statement**

Barndale House School provides a safe and nurturing environment for all our young people to thrive. Our staff team are committed to promoting the core values of privacy, dignity, kindness, equality, respect, co-operation, determination and respecting and upholding young people’s rights. Our values underpin everything we do at Barndale and are embedded within all aspects of school life and are promoted through the residential ‘Step’ programme. . These principles form a vital component within all staff’s induction, training and development.

**General Principles**

* Whilst the Educational / residential care staff are dedicated to providing all young people with choice and opportunities to develop their independence, it is of vital importance to remember that all young people are considered to be ‘Gillick Competent’, and therefore cannot give or withdraw consent for their own treatment.
* Staff should always knock and gain permission before entering a child/young person’s room. However, if there is a risk to the safety or well-being of a young person supporting staff may enter without permission. If possible, accompanied with an additional member of staff.
* The Headteacher / Head of care must authorize any restrictions to the privacy of individual pupils. Independence should be promoted and all risks identified documented clearly.
* When enabling/supporting with any personal care task, the child/young person’s dignity must be maintained.
* The educational / residential care staff team will treat all children and young people in a manner that ensures they are valued and respected.
* Children and young people will receive care that actively encompasses their individual values, beliefs personal relationships and promotes their privacy.
* The educational / residential care staff team are not to discuss a child / young person within hearing distance of another child / young person, visitor or any other member of staff (Internal or external). They are to find a convenient private space to do so.
* All educational / residential staff are encouraged to respect the child/young person’s privacy and dignity at all times particularly when discussing sensitive issues.
* Personal information of all children and young people for example individual care plans are to be kept in a secure locked cupboard to maintain confidentiality.

**Privacy and Dignity of Children and Young People**

* Children and young people will have their personal space respected at all times.
* Communication with children and young people will take place in a manner that respects their individual knowledge, abilities, methods and preferences.
* A room will be identified and made available for a child / young person to spend time with their family or relatives away from their peers.
* Curtains, blinds and doors will be closed when a child/young person is dressing and undressing.
* Children/ young people will be dressed appropriately prior to leaving a bathroom/changing area, so that their privacy is maintained and they are warm and comfortable.
* Children / young people who are unable to cover themselves will never be left without a covering to maintain their decency during changing, toileting or bathing.
* Children / young people, who are unable to put on spectacles, insert hearing aids etc. will be supported by staff.
* Children and young people have the opportunity to discuss their IEP, care plan, or any issues or concerns they may have at any time with their individual Key worker/ class teacher.
* Educational / residential care staff should be respectful of each child / young person’s individual needs including religious and cultural beliefs.

**Personal Possessions**

* Lockable storage is provided for children/young people to store their clothes and personal possessions.
* Reasonable protection and log in procedures are in place to provide for children/young people’s personal possessions, pocket money and valuables look after by the residential provision

**Monitoring systems**

It is the responsibility of the Headteacher / Head of Care to ensure the Educational / residential care staff team are made aware of, and comply with this policy.

This will be monitored by the Headteacher formally through individual performance management.

This will be monitored by the Head of Care formally through individual staff supervisions.

The policy will be reviewed on an annual basis; this will be led by the School / residential development plan and monitored by the school’s governing body.